



**DISCIPLINE
AND DESIGN**

MY FIT SPIRITUAL GIFT ASSESSMENT

MY FIT ← SPIRITUAL GIFT → ASSESSMENT

INTRODUCTION TO MY FIT ASSESSMENT

The following pages of this booklet will help you begin the process of understanding how it is that God has shaped you for ministering for the Kingdom of God. Today there is a lot of emphasis in our world on being fit, physically. Part of the reason there is such an emphasis is because of all the benefits that being fit brings to a person such as: controls weight, combats health conditions (disease), improves our mood, helps boost our energy levels and even promotes better sleep.

Knowing how God has shaped us Spiritually also carries with it great benefits, such as: it allows us to perform and function the way that God intended, it brings fulfillment and satisfaction fulfilling the purpose for which we were made (bringing Glory to and knowing God intimately), it brings peace that really does pass all understanding and it allows us to see things accomplished in our life that could not and will not be brought about any other way. The truth is that God has made us the way we are and with a specific purpose **Job 10:8a** "Your hands shaped me and formed me..." In fact God started uniquely shaping you even before you were born, **Psalms 139:16** "Your eyes saw me when I was formless; all my days were written in Your book and planned before a single one of them began." **No one is shaped just like You!**

1 Corinthians 12:7 "A demonstration of the Spirit is given to each person to produce what is beneficial:"

1 Corinthians 12:12 "For as the body is one and has many parts, and all the parts of that body, though many, are one body—so also is Christ."

This assessment will point you in the right direction of helping to identify your spiritual gifts. A spiritual gift is a manifestation of the Spirit. Spiritual gifts are for the common good of the church. God gifts individuals spiritually born again (members of the church) to equip and build up the body of Christ. As you grow, mature and develop in Christ you will better understand your gifts and how you can use them for His purposes.

The assessment is a spiritual gift tendency study. This particular assessment is not a complete listing of spiritual gifts, but rather a listing of the most common gifts that easily fit into ministries within the First Baptist Church of O'Fallon's ministry base. The Bible describes the church as the visible body of Christ. God chose the human body as the analogy of the church because the body of Christ is a living organism. The church is a living body, unified in purpose while diverse in the parts. As you complete the Spiritual Gifts Assessment on the following pages, the references to "the body" are referring to the body of the church. Each member has a place in the body, and every part belongs. To feel you do not belong to your church because you are not like those who seem to be more visible is to deny how God put the church together. Every member belongs!

Your spiritual gift is not a special ability you develop on your own - it is a skill given to you by the Holy Spirit. You do not seek a spiritual gift. However, you should prayerfully seek to understand how God already has gifted you for His purposes. For further study, in your Bible read Ephesians 4:1-16 and 1 Corinthians 12:27-31 which relate to spiritual gifts.





Spiritual Gift Assessment

DIRECTIONS

This is not a test, so there are no wrong answers. The Spiritual Gifts Assessment consists of 80 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief.

Select the one response you feel best characterizes yourself and place that number in the blank provided. Record your answer in the blank beside each item.

Do not spend too much time on any one item. Remember, it is not a test. Usually your immediate response is best.

Please give an answer for each item. Do not skip any items. Do not ask others how they are answering or how they think you should answer. Work at your own pace.

Your response choices are:

- 5 - Highly characteristic of me/definitely true for me
- 4 - Most of the time this would describe me/be true for me
- 3 - Frequently characteristic of me/true for me - about 50 percent of the time
- 2 - Occasionally characteristic of me/true for me - about 25 percent of the time
- 1 - Not at all characteristic of me/definitely untrue for me

- _____ 1. I have the ability to organize ideas, resources, time, and people effectively.
- _____ 2. I am willing to study and prepare for the task of teaching.
- _____ 3. I am able to relate the truths of God to specific situations.
- _____ 4. I have a God-given ability to help others grow in their faith.
- _____ 5. I possess a special ability to communicate the truth of salvation.
- _____ 6. I have the ability to make critical decisions when necessary.
- _____ 7. I am sensitive to the hurts of people.
- _____ 8. I experience joy in meeting needs through sharing possessions.
- _____ 9. I enjoy studying.
- _____ 10. I have delivered God's message of warning and judgement.
- _____ 11. I am able to sense the true motivation of persons and movements.
- _____ 12. I have a special ability to trust God in difficult situations.
- _____ 13. I have a strong desire to contribute to the establishment of new churches.
- _____ 14. I take action to meet physical and practical needs rather than merely talking about or planning to help.
- _____ 15. I enjoy entertaining guests in my home.
- _____ 16. I can adapt my guidance to fit the maturity of those working with me.
- _____ 17. I can delegate and assign meaningful work.
- _____ 18. I have an ability and desire to teach.

Spiritual Gift Assessment



- _____ 19. I am usually able to analyze a situation correctly.
- _____ 20. I have a natural tendency to encourage others.
- _____ 21. I am willing to take the initiative in helping other Christians grow in their faith.
- _____ 22. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.
- _____ 23. I am a cheerful giver.
- _____ 24. I spend time digging into facts.
- _____ 25. I feel that I have a message from God to deliver to others.
- _____ 26. I can recognize when a person is genuine/honest.
- _____ 27. I am a person of vision (a clear mental portrait of a preferable future given by God). I am able to communicate vision in such a way that others commit to making the vision a reality.
- _____ 28. I am willing to yield to God's will rather than question and waver.
- _____ 29. I would like to be more active in getting the gospel to people in other lands.
- _____ 30. It makes me happy to do things for people in need.
- _____ 31. I am successful in getting a group to do its work joyfully.
- _____ 32. I am able to make strangers feel at ease.
- _____ 33. I have the ability to plan learning approaches.
- _____ 34. I can identify those who need encouragement.
- _____ 35. I have trained Christians to be more obedient disciples of Christ.
- _____ 36. I am willing to do whatever it takes to see others come to Christ.
- _____ 37. I am attracted to people who are hurting.
- _____ 38. I am a generous giver.
- _____ 39. I am able to discover new truths.
- _____ 40. I have spiritual insights from Scripture concerning issues and people that compel me to speak out.
- _____ 41. I can sense when a person is acting in accord with God's will.
- _____ 42. I can trust in God even when things look dark.
- _____ 43. I can determine where God wants a group to go and help it get there.
- _____ 44. I have a strong desire to take the gospel to places where it has never been heard.
- _____ 45. I enjoy reaching out to new people in my church and community.
- _____ 46. I am sensitive to the needs of people.
- _____ 47. I have been able to make effective and efficient plans for accomplishing the goals of a group.
- _____ 48. I often am consulted when fellow Christians are struggling to make difficult decisions.
- _____ 49. I think about how I can comfort and encourage others in my congregation.
- _____ 50. I am able to give spiritual direction to others.



Spiritual Gift Assessment

- ___ 51. I am able to present the gospel to lost persons in such a way that they accept the Lord and His salvation.
- ___ 52. I possess an unusual capacity to understand the feeling of those in distress.
- ___ 53. I have a strong sense of stewardship based on the recognition that God owns all things.
- ___ 54. I have delivered to other persons messages that have come directly from God.
- ___ 55. I can sense when a person is acting under God's leadership.
- ___ 56. I try to be in God's will continually and be available for His use.
- ___ 57. I feel that I should take the gospel to people who have different beliefs from me.
- ___ 58. I have an acute awareness of the physical needs of others.
- ___ 59. I am skilled in setting forth positive and precise steps of action.
- ___ 60. I like to meet visitors at church and make them feel welcome.
- ___ 61. I explain Scripture in such a way that others understand it.
- ___ 62. I can usually see spiritual solutions to problems.
- ___ 63. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling.
- ___ 64. I feel at ease in sharing Christ with nonbelievers.
- ___ 65. I can influence others to perform to their highest God-given potential.
- ___ 66. I recognize the signs of stress and distress in others.
- ___ 67. I desire to give generously and unpretentiously to worthwhile projects and ministries.
- ___ 68. I can organize facts into meaningful relationships.
- ___ 69. God gives me messages to deliver to His people.
- ___ 70. I am able to sense whether people are being honest when they tell of their religious experiences.
- ___ 71. I enjoy presenting the gospel to persons of other cultures and backgrounds.
- ___ 72. I enjoy doing little things that help people.
- ___ 73. I can give a clear, uncomplicated presentation.
- ___ 74. I have been able to apply biblical truth to the specific needs of my church.
- ___ 75. God has used me to encourage others to live Christlike lives.
- ___ 76. I have sensed the need to help other people become more effective in their ministries.
- ___ 77. I like to talk about Jesus to those who do not know Him.
- ___ 78. I have the ability to make strangers feel comfortable in my home.
- ___ 79. I have a wide range of study resources and know how to secure information.
- ___ 80. I feel assured that a situation will change for the glory of God even when the situation seems impossible.

Spiritual Gift Assessment

Scoring Your Assessment



Follow these directions to figure your score for each spiritual gift:

1. Place in each box your numerical response (1-5) to the item number which is indicated below the box.
2. For each gift, add the numbers in the boxes and put the total in the TOTAL box.

LEADERSHIP	<input type="text"/> Item 6	<input type="text"/> Item 16	<input type="text"/> Item 27	<input type="text"/> Item 43	<input type="text"/> Item 65	<input type="text"/> TOTAL
ADMINISTRATION	<input type="text"/> Item 1	<input type="text"/> Item 17	<input type="text"/> Item 31	<input type="text"/> Item 47	<input type="text"/> Item 59	<input type="text"/> TOTAL
TEACHING	<input type="text"/> Item 2	<input type="text"/> Item 18	<input type="text"/> Item 33	<input type="text"/> Item 61	<input type="text"/> Item 73	<input type="text"/> TOTAL
KNOWLEDGE	<input type="text"/> Item 9	<input type="text"/> Item 24	<input type="text"/> Item 39	<input type="text"/> Item 68	<input type="text"/> Item 79	<input type="text"/> TOTAL
WISDOM	<input type="text"/> Item 3	<input type="text"/> Item 19	<input type="text"/> Item 48	<input type="text"/> Item 62	<input type="text"/> Item 74	<input type="text"/> TOTAL
PROPHECY	<input type="text"/> Item 10	<input type="text"/> Item 25	<input type="text"/> Item 40	<input type="text"/> Item 54	<input type="text"/> Item 69	<input type="text"/> TOTAL
DISCERNMENT	<input type="text"/> Item 11	<input type="text"/> Item 26	<input type="text"/> Item 41	<input type="text"/> Item 55	<input type="text"/> Item 70	<input type="text"/> TOTAL
EXHORTATION	<input type="text"/> Item 20	<input type="text"/> Item 34	<input type="text"/> Item 49	<input type="text"/> Item 63	<input type="text"/> Item 75	<input type="text"/> TOTAL
SHEPHERDING	<input type="text"/> Item 4	<input type="text"/> Item 21	<input type="text"/> Item 35	<input type="text"/> Item 50	<input type="text"/> Item 76	<input type="text"/> TOTAL
FAITH	<input type="text"/> Item 12	<input type="text"/> Item 28	<input type="text"/> Item 42	<input type="text"/> Item 56	<input type="text"/> Item 80	<input type="text"/> TOTAL
EVANGELISM	<input type="text"/> Item 5	<input type="text"/> Item 36	<input type="text"/> Item 51	<input type="text"/> Item 64	<input type="text"/> Item 77	<input type="text"/> TOTAL
APOSTLESHIP	<input type="text"/> Item 13	<input type="text"/> Item 29	<input type="text"/> Item 44	<input type="text"/> Item 57	<input type="text"/> Item 71	<input type="text"/> TOTAL
SERVICE/HELPS	<input type="text"/> Item 14	<input type="text"/> Item 30	<input type="text"/> Item 46	<input type="text"/> Item 58	<input type="text"/> Item 72	<input type="text"/> TOTAL
MERCY	<input type="text"/> Item 7	<input type="text"/> Item 22	<input type="text"/> Item 37	<input type="text"/> Item 52	<input type="text"/> Item 66	<input type="text"/> TOTAL
GIVING	<input type="text"/> Item 8	<input type="text"/> Item 23	<input type="text"/> Item 38	<input type="text"/> Item 53	<input type="text"/> Item 67	<input type="text"/> TOTAL
HOSPITALITY	<input type="text"/> Item 15	<input type="text"/> Item 32	<input type="text"/> Item 45	<input type="text"/> Item 60	<input type="text"/> Item 78	<input type="text"/> TOTAL



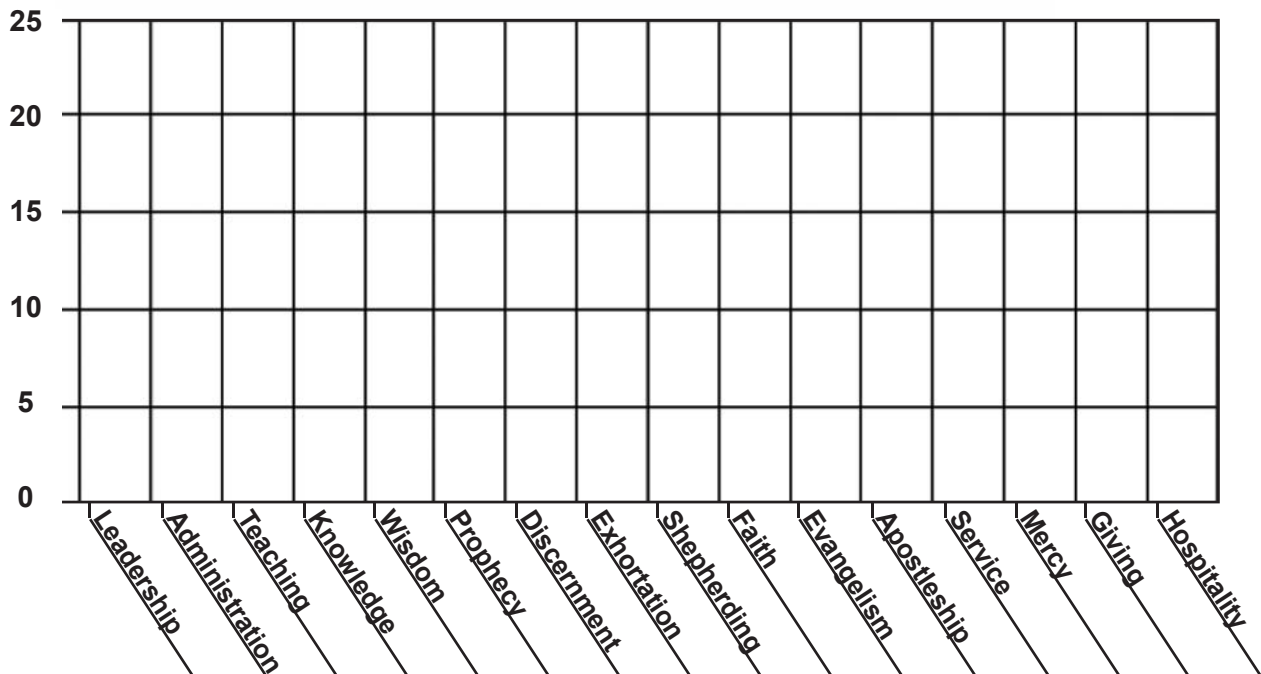
Spiritual Gift Assessment

Graphing Your Profile

1. For each gift place a mark across the bar at the point that corresponds to your TOTAL for that gift.
2. For each gift shade the bar below the mark that you have drawn.

The resultant graph gives a picture of your gifts. Gifts for which the bars are tall are the ones in which you appear to be strongest. Gifts for which the bars are very short are the ones in which you appear not to be strong. For a definition of each gift, turn to page 7.

SCORE



When you have completed scoring your spiritual gifts assessment and graphing your profile, transfer your responses below. List the three gifts with the highest scores.

1. _____
2. _____
3. _____

Spiritual Gift Assessment

Glossary of Inventoried Spiritual Gifts



Prophecy (*Mouth*) The gift of prophecy is proclaiming the Word of God boldly which leads to conviction of sin and builds up the body. Prophecy manifests itself in preaching and teaching. (1 Corinthians 12:10; Romans 12:6)

Service/Helps (*A hand*) Those with the gift of service or helps recognize practical needs in the body and joyfully give assistance to meet those needs. Those with this gift do not mind working behind the scenes. (1 Corinthians 12:28; Romans 12:7)

Teacher/Teaching (*Mind*) Teaching is instructing members in the truths and doctrines of God's Word for the purposes of building up, unifying and maturing the body. (1 Corinthians 12:28; Romans 12:7; Ephesians 4:11)

Exhortation (*Arms*) Exhortation is encouraging members to be about the work of the Lord. Members with this gift are good counselors and motivate others to service. Exhortation exhibits itself in preaching, teaching and ministry. (Romans 12:8)

Giving (*A hand*) Members with this gift give freely and joyfully to the work and mission of the body. Cheerfulness and liberality are characteristics of this gift. (Romans 12:8)

Leadership (*An eye*) Leadership aids the body by leading and directing others to accomplish the goals and purposes of the body. Leadership motivates people to work together in unity toward common goals. (Romans 12:8)

Administration (*An eye*) This gift leads the body by steering others to stay on the intended direction of the body. Administration helps the body to organize for action according to long term goals and purposes. (1 Corinthians 12:28)

Mercy (*Heart*) Those with this gift aid the body by empathizing with hurting members in order to keep the body healthy and unified by keeping others aware of the needs within the body. Cheerful acts of compassion characterize this gift. (Romans 12:8)

Apostle (*A foot*) The church sends apostles from the body to plant churches or to be missionaries. Apostles motivate the body to look beyond its walls in order to carry out the Great Commission. (1 Corinthians 12:28; Ephesians 4:11)

Evangelism (*A foot*) God gifts his church with evangelists to lead others to Christ effectively and enthusiastically. This gift builds up the body by adding new members to its fellowship. (Ephesians 4:11)

Shepherding (*Knees*) This gift looks out for the spiritual welfare of those in its care. Shepherding is not limited to a pastor or staff. Shepherds, like pastors, care for members of the church. (Ephesians 4:11)

Word of Wisdom (*Right Brain*) Wisdom is the gift that discerns the work of the Holy Spirit in the body and applies its teachings and actions to the needs of the body. (1 Corinthians 12:28)

Word of Knowledge (*Left Brain*) Knowledge is the God given ability to learn, know and explain the truths of God's Word. A word of knowledge is a Spirit-revealed truth. This gift manifests itself in teaching and discipleship training. (1 Corinthians 12:28)

Faith (*Temperament*) Faith trusts God to work beyond the human capabilities of the people. Believers with this gift encourage others by trusting in the face of apparently insurmountable odds. (1 Corinthians 12:9)



Spiritual Gift Assessment

Glossary of Inventoried Spiritual Gifts

Discernment (Ears) This gift aids the body by recognizing the true intentions of those within or related to the body. Discernment tests the message and actions of others for the protection and well being of the body. (1 Corinthians 12:10)

Hospitality (Arm) Hospitality is the ability to make others feel comfortable and at home. Those with this gift delight in opening their hearts and homes to individuals or Group. They seek to help others realize personal significance in Christ. (Hebrews 13:2; 1 Peter 4:9-10)

Tongues/Interpretation The ability to pray in a language understood only by God or one who is given the gift of interpretation at that time. (1 Corinthians 14:13-15)

***Why We Do Not Allow This Gift in Our Services**

This gift caused a problem in the Corinthian church, and Paul had to write an entire chapter (1 Corinthians 14) of guidelines.

1. **It is for personal edification, not for the whole church.** "He who speaks in a tongue edifies himself, but he who preaches edifies the church." (1 Corinthians 14:4)
2. **We are to focus on building up others, not ourselves.** "Unless you speak intelligible words...you will just be speaking into the air...try to excel in the gifts that build up the church." (1 Corinthians 14:9 & 12)
3. **It confuses unbelievers in the service.** "...if some unbelievers come in, will they not say you are out of your mind?" (1 Corinthians 14:23)
4. **Ideally, it is not meant to be used in the worship service.** "In the church I would rather speak five intelligible words to instruct others than ten thousand words in a tongue. Brothers, stop thinking like children!" (1 Corinthians 14:19-20)

"The gift of speaking God's message should be under the speaker's control, because God does not want us to be in disorder, but in harmony and peace." (1 Corinthians 14:32-33)

How to Discover Your Spiritual Gifts

"Now concerning spiritual gifts, brethren, I do not want you to be unaware." (1 Corinthians 12: 1)

Secure your trust in Jesus Christ as Lord and Savior. (Ephesians 1:13-14)

Pray. (James 1:56)

Involve yourself in Bible study. (2 Timothy 2:15)

Read books about spiritual gifts. Include others in your motives to learn. (Philippians 2:15)

Inquire. In our weakness we have the help of the Holy Spirit. We are limited but the indwelling Spirit is not. (Romans 8:26,27)

Tell others what you discover. (Ephesians 4:14-16)

Unleash God's Spirit to do his work through you. (Ephesians 5:18, John 14)

Allow others to confirm spiritual gifts in your life. (1 Timothy 4:15)

Love is the "greatest of these:" (1 Corinthians 13:8-13)

1 Peter 4:10 "As each one has received a special gift, employ it in serving one another, as good stewards of the manifold grace of God."

Spiritual Gift Assessment

Spiritual Gift & Ministry Match-Up



Match your Spiritual Gift(s) with a ministry or place of service

NOTES

- Some gifts may manifest themselves in similar ways, so a person with a certain gift may be useful in an area not specifically listed. An example are the gifts of prophecy, teaching, exhortation, shepherd, wisdom, and knowledge, which all have teaching as a manifestation. Even if a teaching position is not listed, a person with these gifts may still serve in a teaching capacity.
- Items with one asterisk are potential ministry opportunities. These may be developed as the Holy Spirit adds leadership and personnel to the body.
- Items with a double asterisk are positions that are only available on an as needed basis.

ADMINISTRATION

The ability to work through others and achieve Biblical goals and organizational objectives.

Team Chairperson	Life Group Director	Women's Bible Study Leader
Men's Bible Study Leader	Media Ministry Leader	Life Group Care Group Leader
Criminal Justice Ministry	Prayer Team	Trustees
Personnel Team	Job Counseling**	Media Center Leader
Homebound Team	Deacon	Children's Choir Volunteer
Celebrate Recovery*	Orchestra Leader	Bus and Van Team
College Ministry	Media Team - Tech	Deaf Ministry*
Men's Ministry Team	Women's Ministry Team	Missions Team
Teller Team	Preschool Volunteer	Properties Team
Christian Academy Team	Finance Team	AWANA Secretary
Historical Team	Hospitality Team	Nominating Team
AWANA Leader	Stewardship Team**	

APOSTLESHIP

The ability to minister in cross cultural situations with the goal of planting churches.

Home Outreach Bible Study Leader*	International Missions Volunteer	National Missions Volunteer
Missions Team	Youth Mission Work	Hispanic Ministry Leader**
Reaching Ministry-Weekly Outreach	Life Group Mission Leader	

DISCERNMENT

The ability to distinguish between right and wrong, truth and error, and what is holy and evil.

Worship Team	Christian Life Team	Outreach / Evangelism Leader
Personnel Team	Life Group Care Group Leader	Staff Search Team**
Benevolence Team	Decision Team / Altar Assistant	Welcome Team
Teller Team	Parking Team	Properties Team
Christian Academy Team	Finance Team	Criminal Justice Ministry
Prayer Team	Celebrate Recovery*	



Spiritual Gift Assessment

Spiritual Gift & Ministry Match-Up

EVANGELISM

The ability to share your faith effortlessly and effectively, resulting in the salvation of other individuals.

VBS Publicity and Follow-up	Life Group Outreach Leader	Phone Bank Caller
Outreach Bible Study Leader*	Testimony in Worship	College Ministry
Decision Team / Altar Assistant	Deaf Ministry*	Hispanic Ministry**
Men's Ministry Team	Women's Ministry Team	Missions Team
Criminal Justice Ministry	Reaching Ministry: Weekly Outreach	

FAITH

The special ability to trust in the power and the presence of God and to act according to this trust.

Deacon	Prayer Team	Finance Team
Decision Team / Altar Assistant**	Celebrate Recovery*	Missions Team
Stewardship Team**		

EXHORTATION

The ability to offer encouragement, challenge or give advice in appropriate ways.

Worship & Arts Leader	Adult Life Group Teacher	Student Life Group Teacher
Life Group Care Group Leader	Music Ministry	Usher Team
Hospital Visitation	VBS Teacher	Prayer Leader
Children's Ministry	Reaching Ministry-Weekly Outreach	Orchestra Ministry
College Ministry	Decision Team / Altar Assistant	Deaf Ministry*
Drama Ministry	Puppet Ministry / Children's Ministry	Missions Team
Baptismal Team	Job Counseling**	Prayer Team
Christian Life Team	Celebrate Recovery*	AWANA Leaders
Criminal Justice Ministry		

GIVING

The ability to earn, manage and spend money wisely for the Lord's work.

Money Management Teacher	Benevolence Team	Treasurer
Stewardship Testimony	Food Pantry Ministry	Finance Team
Missions Team	Stewardship Team/Building Fund**	Teller Team

HOSPITALITY

The ability to make others feel comfortable and at home.

Life Group Outreach Leader	Deaf Ministry*	Parking Team
Greeters Team	Recreation Team	Welcome Team
Wedding Team	Celebrate Recovery*	Usher Team
Hospitality Team	Life Group Class Fellowship Leader	

Spiritual Gift Assessment

Spiritual Gift & Ministry Match-Up



KNOWLEDGE

The ability to master Biblical truth and know how to apply it to life.

Life Group Division Director	Discipleship Training Leader	Missions Team
Life Group Teacher	Deaf Ministry*	Decision Team / Altar Assistant
Music Ministry	College Ministry	Drama Ministry
Hispanic Ministry**	Men's Ministry Team	Women's Ministry Team
AWANA Leader	Puppet Ministry / Children's Ministry	Celebrate Recovery*

LEADERSHIP

The ability to set goals, invite people and motivate others to accomplish great things in the church.

Life Group Director	Safety / Security Team	Finance Team
Deacon	Celebrate Recovery*	Life Group Teacher
Deaf Ministry Leader*	Life Group Care Group	AWANA Leader
College Ministry	Welcome Team	Men's Ministry Team
Women's Ministry Team	Missions Team	Christian Academy Team
Hospitality Team	Nominating Team	

PROPHECY

The ability to understand, speak and apply God's word in situations requiring correction and edification.

Adult Bible Teacher	Men's Bible Study Leader	Couple's Bible Study Leader
Discipleship Training Leader	Women's Bible Study Leader	Life Group Teacher
Puppet Ministry / Children's Ministry	Drama Ministry	Student Bible Study Leader

MERCY

The ability to aid the underprivileged and suffering in ways which meet their emotional, physical, and spiritual needs.

Food Pantry Volunteer	Life Group Care Group Leader	Homebound Team
Special Needs Volunteer*	Reaching Ministry-Weekly Outreach	Hospital Visitation
Preschool Volunteer	Criminal Justice Ministry	Deacon
Decision Team / Altar Assistant**	Deaf Ministry*	Hispanic Ministry**
Nursing Home Ministry	Celebrate Recovery*	Personnel Team
Christian Life Team	Prayer Team	Life Group Activity Leader
Benevolence Team	Bereavement Team*	

WISDOM

The ability to understand and use Biblical knowledge and concepts in practical ways.

Life Group Care Group Leader	Discipleship Training Leader	Deacon
Life Group Teacher	Bible Study Leader	Team Chairman
Drama Ministry	Reaching Ministry-Weekly Outreach	Hispanic Ministry**
Missions Team	Puppet Ministry / Children's Ministry	Celebrate Recovery*
Finance Team	Personnel Team	



Spiritual Gift Assessment

Spiritual Gift & Ministry Match-Up

SERVICE/ HELPS

The ability to assist in behind the scenes ministries.

Choral Ministry	Office Volunteer	Hospitality Team
Life Group Activity Leader	Vacation Bible School Leader	Properties Team
Deaf Ministry*	Job Counseling*	Life Group Care Group Leader
Life Group Outreach Leader	Phone Bank Caller	Media Center Team
Parking Team	Deacon	Greeter Team
Recreation Team	Life Group Secretary	Prayer Team
Missions Team	Reaching Ministry: Weekly Outreach	Bus and Van Team
Camp Volunteer	College Ministry	Media Team - Tech
Drama Ministry	Food Pantry Ministry	Media Team - Audio
Welcome Team	Library Team	Media Team - Video**
Women's Ministry Team	AWANA Leader	Nursing Home Ministry
Teller Team	Puppet Ministry / Children's Ministry	Preschool Volunteer
Celebrate Recovery*	Baptismal Team	Men's Ministry Team
Safety / Security Team	Welcome Team	Worship Center Dècor Team
Historical Team (Photographer)	Landscaping Team	Nominating Team
Personnel Team	Christian Life Team	Usher Team
Wedding Team	Orchestra Ministry	

SHEPHERD

The ability to lead, teach and protect a group of believers in Christ.

Prayer Team	Single Adult Ministry	Life Group Director
Life Group Teacher	Deacon	Life Group Care Group Leader
Student Ministry Leader	Discipleship Training Leader	Home Bible Study Leader*
College Ministry	Reaching Ministry: Weekly Outreach	Deaf Ministry*
Hispanic Ministry**	Nursing Home Ministry	Preschool Volunteer
Celebrate Recovery*	AWANA Leader	Prayer Team

TEACHING

The ability to understand, apply and communicate clearly Biblical truth to those willing to learn.

Life Group Teacher	Missions Team	Discipleship Training Leader
Camp Volunteer	Men's Bible Study Leader	Criminal Justice Ministry
AWANA Leader	Women's Bible Study Leader	Worship / Arts Ministry
College Ministry	Deaf Ministry*	Drama Ministry
Hispanic Ministry**	Men's Ministry Team	Women's Ministry Team
Preschool Volunteer	Puppet Ministry / Children's Ministry	Celebrate Recovery*

Spiritual Gift Assessment

Member Response Sheet



It is important for every Christian to discover and develop the spiritual gifts that God has given them. So as to better help you serve the Lord Jesus at First Baptist Church of O'Fallon, please complete this worksheet. On the space below, list the three spiritual gifts with the highest numbers.

1. _____
2. _____
3. _____

Carefully study the ministry opportunities that relate to the spiritual gifts that you listed above (pages 9-12 of the assessment booklet). Indicate the ministry areas that might interest you.

Gift #1 _____

Ministry Interests:

- A. _____
- B. _____
- C. _____

Gift #2 _____


Ministry Interests:

- A. _____
- B. _____
- C. _____

Gift #3 _____

Ministry Interests:

- A. _____
- B. _____
- C. _____

MY FIT SPIRITUAL GIFT ASSESSMENT	
Member Response Card	
Name _____	
Phone Number _____	
Date _____	
Spiritual Gift #1 _____	
Ministry Interests / Passions	
• _____	
• _____	
• _____	
Spiritual Gift #2 _____	
Ministry Interests / Passions	
• _____	
• _____	
• _____	
Spiritual Gift #3 _____	
Ministry Interests / Passions	
• _____	
• _____	
• _____	
Abilities	
Job Skills	
• _____	
• _____	
• _____	
Specialized Abilities	
• _____	
• _____	
• _____	
Ministry Serving Experiences	
• _____	
• _____	
• _____	
Record the results in FBC Connect.	
1. Login at https://firstofallon.cobchurch.com	
2. Click "Go to my profile"	
3. Click "Edit profile"	
4. Click "My Fit" tab	
5. Select all your choices from the menu in each category.	
If you don't see one of your choices in the menu, it can be added by calling the church office at 636-272-4838 or email Linda Johnson at ljohnson@firstofallon.com .	
 First Baptist Church O'Fallon Serving the community through the power of the Holy Spirit.	

Thank you for your time and desire to discover God's will for your life. Every member of the Body of Christ is a minister and missionary. You are important to God and to First Baptist Church of O'Fallon.

Please complete the Member Response Card attached to the back cover and record the results in FBC Connect.



Spiritual Gift Assessment

Heart

Fill out the passion tables on the following pages, keeping in mind what you have a heart for or what motivates you the most.

General Passions: What do I love to do?

Check the top three:

	Area	Definition
	Design/Develop	I love to make something out of nothing. I enjoy getting something started from scratch.
	Pioneer	I love to test and try out new concepts. I am not afraid to risk failure.
	Organize	I love to bring order out of chaos. I enjoy organizing something that is already started.
	Operate/Maintain	I love to efficiently maintain something that is already organized.
	Serve/Help	I love to assist others in their responsibility. I enjoy helping others succeed.
	Acquire/Possess	I love to shop, collect or obtain things. I enjoy getting the highest quality for the best price.
	Excel	I love to be the best and make my team the best. I enjoy setting and attaining the highest standards.
	Influence	I love to convert people to my way of thinking. I enjoy shaping the attitudes and behaviors of others.
	Perform	I love to be on stage and receive the attention of others. I enjoy being in the limelight.
	Improve	I love to make things better. I enjoy taking something that someone else has designed or started and improve it.
	Repair	I love to fix what is broken or change what is out of date.
	Lead/Be in Charge	I love to lead the way, oversee and supervise. I enjoy determining how things will be done.
	Persevere	I love to see things to completion. I enjoy persisting at something until it is finished.
	Follow the rules	I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.
	Prevail	I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.
	Other	

Spiritual Gift Assessment

Heart



People Passion: What group of people do I most like to help?

Check three:

	People Group		People Group		People Group
	Infants		Career Women		Unemployed
	Divorced		Parents		Single Parents
	Teen Mothers		Prisoners		Children
	Widowed		Young Married		Empty Nesters
	Elderly		Teens		Poor
	Students		Singles		College Students
	Senior Singles		Refugees		Disabled
	Homeless		Hospitalized		Imprisoned
	Other:				

Issue Passion: What issue or cause do I feel most strongly about?

Check three

	Issue Group		Issue Group		Issue Group
	Discipleship		Education		Health Care
	Church		AIDS		Addictions
	Poverty		Homosexuality		Racism
	Technology		Literacy		Environment
	Violence		Economic		Abortion
	Child Care		Injustice		Reaching the Lost
	Hunger		Politics		International
	Family		Missions		Equality of Women
	Other				

What energizes you? _____

How do you spend your time? _____

The church issues, ministries or possible needs that excite or concern me most: _____

If I knew I couldn't fail, this is what I would attempt to do for God with my life: _____



Spiritual Gift Assessment

Abilities

Abilities: What are my specialized abilities?

Check top four abilities:

	Ability
	Entertaining ability • to perform, act, dance, speak
	Recruiting ability • to enlist and motivate people to get involved
	Interviewing ability • to discover what others are really like
	Researching ability • to read, gather information, collect data
	Artistic ability • to conceptualize, picture, draw, paint, photograph, or make renderings
	Graphics ability • to lay out, design, create visual displays or banners
	Evaluating ability • to analyze data and draw conclusions
	Planning ability • to strategize, design and organize programs and events
	Managing ability • to supervise people to accomplish a task or event and coordinate the details involved
	Counseling ability • to listen, encourage and guide with sensitivity
	Teaching ability • to explain, train, demonstrate, tutor
	Writing ability • to write articles, letters, books
	Editing ability • to proofread or rewrite
	Repairing ability • to fix, restore, maintain
	Feeding ability • to create meals for large or small Group
	Recall ability • to remember or recall names and faces
	Mechanical Operating ability • to operate equipment, tools or machinery
	Resourceful ability • to search out and find inexpensive materials or resources needed
	Counting ability • to work with numbers, data or money
	Classifying ability • to systematize and file books, data, records, etc., so they can be retrieved easily
	Public Relations ability • to handle complaints and unhappy customers with care and courtesy
	Welcoming ability • to convey warmth, develop rapport, making others feel comfortable
	Composing ability • to write music or lyrics
	Landscaping ability • to do gardening and work with plants
	Decorating ability (Arts/crafts) • to beautify a setting for a special event
	Musical ability • to lead the church family vocally or instrumentally
	Other:

Spiritual Gift Assessment

Personality



It's obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. He loves variety just look around. We need variety to balance the church. In order to know how to most effectively work with others it is important to know about yourself. Knowing a few key aspects of your personality will help you to know how you will best work within a ministry.

Some of the key aspects of your personality to consider are where your primary source of energy comes from, how you prefer to take in information, how you prefer to make decisions and how you prefer to organize your life. Review the following pages and identify which of each category with which you more closely relate.

What are the four words to describe your personality (from tables)?

Sensor/Intuitive
Introvert/Extrovert
Thinker/Feeler
Judger/Perceiver

Check the ones that describe you. Then tally the numbers to determine which personality trait describes you.

SENSOR VS. INTUITIVE	
The Sensor	The iNtuitive
<i>Characteristics of the S</i>	<i>Characteristics of the N</i>
Prefer specific answers to specific questions. Like concentrating on what they're doing at the moment. Want jobs that have tangible results. Believe that "If it's not broken, why fix it?" Love working with facts and figures instead of ideas and theories. Very literal in their use of words. See the trees not the forest. End statements with a definite period.	Think about several things at once. Love the future and its possibilities. Believe time is relative. Enjoy problem solving. Ask "What does that mean?" Give general answers to questions. Skip instructions and follow hunches. See the forest, not the trees. Like to fantasize about spending their money. End statements with a dash, not a period.
<i>Humor of the S</i>	<i>Humor of the N</i>
Grounded in reality and so is their humor. Joke telling is sequential, and they don't like gaps.	Love the pun. Have a habit of leaving things out.



Spiritual Gift Assessment

Personality

Check the ones that describe you. Then tally the numbers to determine which personality trait describes you.

EXTROVERT VS. INTROVERT	
The Extrovert	The Introvert
<i>Characteristics of the E</i>	<i>Characteristics of the I</i>
Talk first, think later. "Look" with mouth instead of eyes. Know a lot of people (most are close friends). Enjoy a noisy environment. Sometimes exaggerate. Like going to parties. Find listening more difficult than talking. Like to have the "last word." Noticed by other people. Need compliments and affirmation. Avoid being quiet and reflective. Want to settle things right now.	Rehearse things before saying them. Enjoy being by themselves. Great listeners. Understate points. Like having one or two close friends. Like stating thoughts and feelings without being interrupted. Need "down" time. Suspicious of an overly complimentary person. Need less verbal feedback. Carry on conversations in their mind. Process things internally. Embarrassed by public recognition.
<i>Humor of the E</i>	<i>Humor of the I</i>
Loudest, usually the storytellers. Don't have to have an audience. Quick on feet. Easily stick foot in mouth but can talk their way out of it.	Love to laugh. One-liner specialists.

Spiritual Gift Assessment

Personality



Check the ones that describe you. Then tally the numbers to determine which personality trait describes you.

THINKER VS. FEELER	
The Thinker	The Feeler
<i>Characteristics of the T</i>	<i>Characteristics of the F</i>
<p>Remain cool, calm and objective in situations when everyone else is upset.</p> <p>Like to settle disputes based upon what's fair and truthful instead of what will make people happy-truth over tact.</p> <p>Enjoy proving a point for the sake of clarity.</p> <p>Think it's more important to be right than liked.</p> <p>More firm-minded than gentle hearted.</p> <p>Pride themselves on the objectivity.</p> <p>Respond to life as "on-lookers."</p> <p>More impressed with and lend more credence to things that are logical and scientific.</p> <p>See things in black or white.</p>	<p>Feel a good decision is made with the heart.</p> <p>Warm and considerate. Would rather that people feel good and be happy than for you to be right.</p> <p>Feel that "love" cannot be defined.</p> <p>Overextend themselves to meet the needs of others.</p> <p>Put themselves in other people's shoes.</p> <p>Enjoy providing services to others.</p> <p>Accused of being wishy-washy.</p> <p>Accommodate others for harmony over clarity.</p> <p>Accused of taking things too personally.</p> <p>Experience life as a participant.</p>
<i>Humor of the T</i>	<i>Humor of the F</i>
<p>Ability to laugh at things that cause difficulty.</p> <p>Founders of the good news-bad news jokes.</p>	<p>Get into all the interpersonal relationship stuff.</p> <p>F's don't usually like jokes that make fun of others.</p>



Spiritual Gift Assessment

Personality

Check the ones that describe you. Then tally the numbers to determine which personality trait describes you.

JUDGER VS. PERCEIVER	
The Judger	The Perceiver
<i>Characteristics of the J</i>	<i>Characteristics of the P</i>
Always waiting for others who never seem to be on time. Work now, play later. Want everything in its place. Follow a schedule. Do not like surprises. Like life under control. Need clear limits. Thrive on order. Sometimes falsely accused of being angry. Relax when the task is done. Feel that getting there is the most important part of the trip.	Feel that time is "relative." Easily distracted. Don't plan tasks. Don't believe "neatness counts." Love to explore the unknown. Like a fun lifestyle. Depend on last minute spurts of energy. Change the subject in a conversation. Make things less than definite. Feel that the "process" of getting there is the most important part of the trip.
<i>Humor of the J</i>	<i>Humor of the P</i>
J's aren't funny.	Spontaneous humor. Superb at taking whatever has happened and converting it to something funny.

Spiritual Gift Assessment

Experiences



Examining My Experiences

One of the most overlooked factors in determining the ministry God has for me is my past experience, particularly the hurts and problems I've overcome with God's help. Since our greatest life messages come out of our weakness, not our strengths, we should pay close attention to what we've learned in the "school of hard knocks."

Consider the following verses:

2 Corinthians 1:3-4 "Blessed be the God and Father of our Lord Jesus Christ, the Father of mercies and the God of all comfort. He comforts us in all our affliction, so that we may be able to comfort those who are in any kind of affliction, through the comfort we ourselves receive from God."

Romans 8:28 "We know that all things work together for the good of those who love God: those who are called according to His purpose."

Philippians 1:12 "Now I want you to know, brothers, that what has happened to me has actually resulted in the advancement of the gospel."

From these verses, what does the Bible tell us about our experiences? _____

What experiences have you had that can help others?

Spiritual, Hebrews 5:12-14 "For though by this time you ought to be teachers, you need someone to teach you again the basic principles of God's revelation. You need milk, not solid food. Now everyone who lives on milk is inexperienced with the message about righteousness, because he is an infant. But solid food is for the mature—for those whose senses have been trained to distinguish between good and evil."

Painful, 2 Corinthians 1:3-4 "Blessed be the God and Father of our Lord Jesus Christ, the Father of mercies and the God of all comfort. He comforts us in all our affliction, so that we may be able to comfort those who are in any kind of affliction, through the comfort we ourselves receive from God."

Educational, Proverbs 4:13 "Hold on to instruction; don't let go. Guard it, for it is your life."

Work, Proverbs 14:23 "There is profit in all hard work, but endless talk leads only to poverty."

Ministry, 2 Corinthians 9:13 "Through the proof of this service, they will glorify God for your obedience to the confession of the gospel of Christ, and for your generosity in sharing with them and with others."



Spiritual Gift Assessment

SHAPE

Continue Your Journey Here

After you have gone through the material that helps to begin defining your SHAPE, then fill in this profile.

Name: _____ Email: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Cell Phone: _____

Completion Date: _____

SPIRITUAL GIFTS

Spiritual Gifts I believe I have (from list or inventory):

1. _____
2. _____
3. _____

I feel I may have these gifts because:

1. _____
2. _____
3. _____

HEART

1. What I have a heart for or what motivates me most:

- I love to _____
- I love to _____
- I love to _____

2. Who I love to work with most and the age or type of people:

3. Church issues, ministries, or possible needs that excite or concern me most:

Spiritual Gift Assessment

SHAPE



ABILITIES

1. My current vocation is: _____
2. Other jobs or skills in which I have experience:

3. I feel I have these specialized abilities (from list in workbook):

PERSONALITY

This is how I see myself (circle one point on each line):

	STRONG	MILD	STRONG	
Sensor				Intuitive
Extrovert				Introvert
Thinker				Feeler
Judger				Perciever

EXPERIENCES

MY SPIRITUAL JOURNEY

This is how and when I became a Christian, and what it has meant to me since then: _____

Times when I have felt closest to God and meaningful, spiritual experiences that stand out in my mind: _____



Spiritual Gift Assessment

SHAPE

MY PAINFUL EXPERIENCES

These are the kind of trials or problems I could relate to and use to encourage a fellow Christian that may be going through them: _____

MY EDUCATIONAL EXPERIENCES

Where I attended school, and my favorite subjects: _____

MY MINISTRY EXPERIENCES

Where I have served in the past (if applicable):

	Name of Church	Where	Position of Service	Years involved
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____
3.	_____	_____	_____	_____

I feel I am best shaped for the following ministry opportunities:

1. _____
2. _____
3. _____

Reminder: Please complete the Member Response Card on the next page and record the results in FBC Connect.



First Baptist Church O'Fallon

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